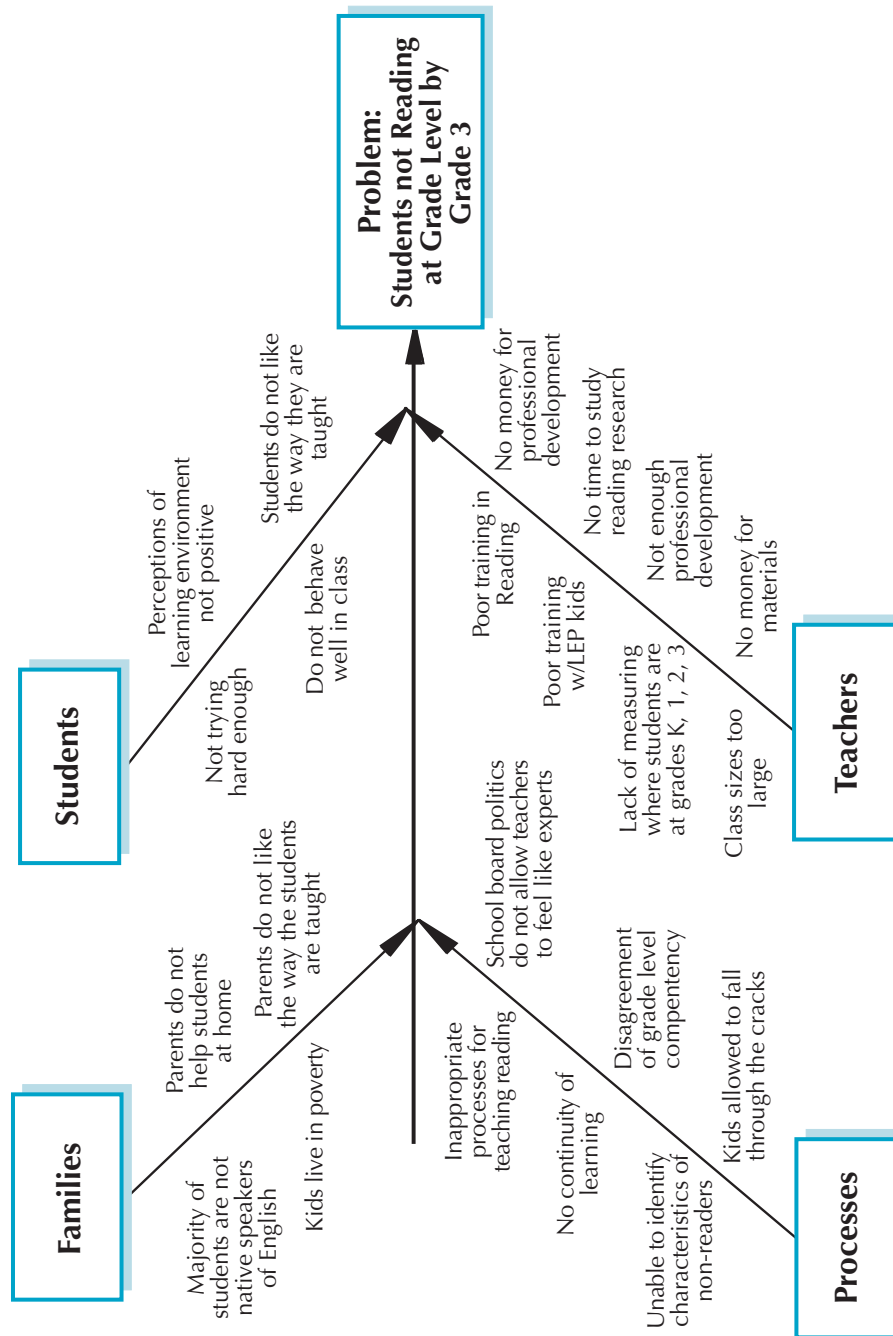


# Cause and Effect Analysis Activity

<b>Purpose</b>	To help teams determine the relationships and complexities between an “effect” or problem and all the possible “causes.”
<b>Target Audience</b>	Staff teams
<b>Time</b>	Forty-five minutes to one hour
<b>Materials</b>	Chart pad paper, markers, masking tape, post-it notes
<b>Toolkit Reference</b>	Chapter 4
<b>Process Protocol</b>	<p>Using the “Fishbone” diagram shown on the next page—</p> <ol style="list-style-type: none"><li>1. Identify the effect or problem on the right-hand side of the diagram or at the “head” of the fish.</li><li>2. Brainstorm the possible major causes of the problem. Any categories that emerge could motivate people to think creatively about the effect or problem. Place the causes in the boxes around the spine of the fish.</li><li>3. For each cause, ask, <i>Why does this happen?</i> List the brainstormed responses as branches off the main causes.</li><li>4. To find the most basic causes of the problem, look for the causes that appear repeatedly.</li><li>5. Keep digging deeper and deeper into the causes.</li><li>6. Follow-up with data to understand more about the causes.</li></ol>
<b>Comments to the Facilitator</b>	<p>Also known as the fishbone analysis (named for the shape that results). The cause and effect diagram shows the relationship and the complexities between an effect or problems and all the possible causes. It is good for staff to be able to describe what they think are possible causes of the problem before looking at what the data tell them. This approach helps staff sort out the issues that get in the way of achieving the ideal situation. These approaches are sometimes needed in order for some staff to get away from traditional beliefs that cannot be supported with data.</p> <p>A facilitator might also want to use the affinity diagram analysis to identify causes and the headings that result. This process can be used with the problem-solving cycle.</p>

# Cause and Effect Analysis Activity

## Cause and Effect Diagram Built on Teacher Brainstorming



# Cause and Effect Analysis Activity

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